

**GOVERNMENT OF THE DISTRICT OF COLUMBIA  
DEPARTMENT OF TRANSPORTATION**



Office of Civil Rights

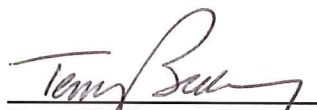
**Title VII Nondiscrimination Policy**

District of Columbia Department of Transportation (DDOT) policy is to assure that no person shall on the grounds of race, color, national origin, gender, age, or disability as provided in Title VII of the Civil Rights Act of 1964 and related statutes (implementation through 23 CFR 230, Appendix A to Subpart C), be excluded from participation in, or be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which DDOT received federal financial assistance. Specific discriminatory practices that are prohibited include, but are not limited to: recruiting, hiring, transfers, promotions, training, compensation, benefits, recognition, layoffs and other terminations.

You have the right to file an informal EEO complaint with a DC Government EEO Counselor within one hundred and eighty (180) calendar days of an occurrence of an alleged unlawful discriminatory practice or 180 calendar days of the discovery of the unlawful occurrence. The EEO Counselor is available to counsel an employee or qualified applicant for employment who believes he or she has been discriminated against because of one or more of the protected categories covered under Title VII of the Civil Rights Act of 1964 and/or the DC Human Rights Act of 1977, as amended, and attempt resolution of the complaint within 30 days. If you are not satisfied with the results, you have 15 days to file a formal complaint with the EEO Director at the Office of Human Rights.

You have the option of contacting a District Department of Transportation (DDOT) EEO Counselor or an EEO Counselor at another District Government agency to file your complaint. For a list of all DC Government EEO Counselors, please visit the DC Office of Human Rights website: [www.ohr.dc.gov](http://www.ohr.dc.gov) or call (202) 727-4559.

For complaints of sexual harassment, you may file your complaint with an EEO Counselor or directly with the DC Office of Human Rights. If you have any questions regarding this process please contact DDOT's Office of Civil Rights or the DC Office of Human Rights at: District Department of Transportation, Office of Civil Rights, 55 M St, SE, 3<sup>rd</sup> Floor, Washington, DC 20003.

  
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Terry Bellamy, Director

11-8-11  
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Date